



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FT MONROE
102 MCNAIR DRIVE
FORT MONROE VIRGINIA 23651-1047

REPLY TO
ATTENTION OF

IMNE-MNR-EEO

6 JUN 2007

MEMORANDUM FOR All U.S. Army Garrison Personnel, HQ Fort Monroe

SUBJECT: Fort Monroe Policy Memorandum #4, Policy for the
Prevention of Sexual Harassment (POSH)

1. REFERENCES.

a. AR 690-12, Equal Employment Opportunity and Affirmative
Action, 4 March 1988.

b. AR 600-20, Army Command Policy, 1 February 2006.

c. AR 690-600, Equal Employment Opportunity Discrimination
Complaints, 9 February 2004.

2. PURPOSE. To provide guidance to all Fort Monroe personnel
on the Prevention of Sexual Harassment.

3. APPLICABILITY. This policy applies to all personnel
assigned to or under the operational control of Fort Monroe in
addition to applicants for employment with Fort Monroe and
former employees of Fort Monroe.

4. POLICY.

a. Sexual Harassment is a form of sex discrimination that
violates Title VII of the Civil Rights Act of 1964. It is any
unwelcome sexual advances, request for sexual favors, and other
verbal or physical conduct of a sexual nature which constitute
sexual harassment when this conduct explicitly or implicitly
affects an individual's employment, unreasonably interferes with
an individual's work performance, or creates an intimidating,
hostile, or offensive work environment, and it is against the
law.

b. Prevention of sexual harassment is the responsibility of
all employees. However, managers and supervisors must set the
example in treating all people with respect and dignity,
fostering a positive climate, and take appropriate action when

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conduct is disruptive, provoking, discriminatory or unprofessional.

c. The Army's policy is zero tolerance for sexual harassment. I ask each of you to exhibit nothing but the highest standards of personal conduct. Join me in exhibiting my commitment to the highest professional behavior and courtesy as we work together to accomplish the Army's goals.

d. For assistance, civilians should contact the Equal Employment Opportunity Office, 788-3500, and military should contact the Equal Opportunity Office, 788-3363.

5. This policy memorandum will be permanently posted on all Headquarters Fort Monroe bulletin boards.

A handwritten signature in black ink, appearing to read "Jason T. Evans", is written over a light gray rectangular background.

JASON T. EVANS
Colonel, Adjutant General
Commanding

CF:

Union President R4-6, R4-11 & R4-12